

- Industrial fibre
- Cellulose insulation
- Road fibres and additives

CODE OF ETHICS FOR SUPPLIERS OF CIUR a.s.

CIUR a.s. is fully aware of its position within the company on the trust placed to its customers, employees and business partners. The company goal of CIUR a.s. is to make a positive impact in the development and improvement of the environment and quality of life for all. We strive to make improvements to products and services, to increase levels of satisfaction, for our customers, employees and the growth of people's living standards. Good and ethical business practices are our core principles and values at CIUR a.s. and we expect the same standard from our suppliers, their employees or subcontractors (hereinafter referred to as the *Supplier*).

CIUR a.s. has instigated its own internal ethical rules of conduct for *Suppliers*. This code of ethics will be the foundation point for current and future relations between CIUR a.s. and its *Suppliers*.

Fulfilling the obligations of CIUR a.s. we ensure the commitment of our *Suppliers* to comply with the following in particular:

- **Human rights.** To respect basic human rights and values in our activities, non-use of child or forced labour, prohibition of discrimination or any form of harassment or other degrading treatment.
- **Legislation.** To fully comply with binding legal regulations relating to the subject of the Supplier's activities.
- **Protection and safety at work.** Provide protection to all employees and others required by law or standards in the area and hold employees accountable.
- **Environmental Protection.** Implement and maintain an effective environmental protection policy, including risk management, which minimizes the impact on the environment. The Contractor shall comply with all applicable laws, regulations and standards for the environment. Implementation of an effective system for detecting and eliminating potential hazards to the environment. Suppliers are expected to use natural resources (e.g., water, energy sources, raw materials) in an economical manner. Negative impacts on the environment and climate will be minimized or eliminated directly at their source. procedures such as production modification, equipment maintenance, material replacement, saving, recycling and reuse of material. Suppliers will participate in the development and use of climate and environment-friendly products and attempt to reduce energy consumption and greenhouse gas emissions.
- **Employee rights.** Respect the rights of employees arising from legal regulations, in particular to freely associate and bargain collectively. Protect the privacy of employees in accordance with applicable regulations.

- Industrial fibre
- Cellulose insulation
- Road fibres and additives

• **Diversity and inclusion.** Equal & fair treatment of all employees will be a basic principle of the supplier's corporate policy. Typical discriminatory treatment takes into account – knowingly or unknowingly – immaterial characteristics of the employee, such as race, nationality, gender, age, physical characteristics, social origin, disability, union membership, religion, marital status, pregnancy, sexual orientation, gender identity, gender expression or any illegal criteria under applicable law. Suppliers will ensure that their employees are not harassed in any way.

• **Economic competition.** To protect economic competition and contribute to fair competition. To avoid any conduct that could be considered to be in violation of competition law.

• **Confidentiality.** Protect confidential information of CIUR a.s. and prevent their misuse.

• **Export and other restrictions.** Respect and comply with all restrictions resulting from regulations relating to the prohibition of exports (especially embargoes) or customs regulations.

• **Intellectual property.** Respect and protect the intellectual property rights of CIUR a.s. and all third parties.

• **Anti-corruption rules and conflict of interest.** Comply with legal regulations in the area of prevention of corruption and have an effective internal management policy, including - correct accounting records according to relevant regulations and standards. Not offer gifts, services, discounts or other privileges to employees of CIUR a.s., its customers or representatives, government officials, especially for the purpose of obtaining an advantage or attention to influence the decision-making process. Supplier may not provide any entertainment, services or souvenirs or gestures of a similar nature that are higher than a small nominal value. Negate any offerings that support preferential treatments from a Supplier, or are contrary to legal regulations and local or business practices. The supplier is obliged to avoid actions that would create a real, potential or apparent conflict of interest. Any conflict of interest must always be reported immediately.

CIUR a.s. requires that the Suppliers create and maintain a management system that supports the application of the content of this code of ethics, and keep the necessary records that, based on the request of CIUR a.s. fully submit available.

Brandýs nad Labem, April 1, 2022

Mgr. Michal Urbánek, General Director